

**Executive Director  
Performance Agreement  
July 1, 2006 - June 30, 2007**

**Leadership, Vision and Progress which promote economic growth, personal well being, and livable communities for all Southern California.**

Last year the Regional Council set out guidance for the current planning cycle, a 3.5 multi-year cycle. That guidance was reflected in our performance agreements last year. Most of the work activities will continue this year with some minor modifications or additions which are reflected in my agreement for this year.

Each member of the staff will describe how their performance agreement contributes either directly by producing or effecting outcomes that achieves the mission or indirectly by developing inputs that help support the mission. Additionally, our agreements will reflect the organization's Strategic Plan adopted in November 2002 and amended February 2004, which further elaborates our Vision on how SCAG achieves its Vision. A key component of the Strategic Plan is that SCAG be the pre-eminent regional institution for the region, thus SCAG will strive for excellence in all our efforts and will develop performance measures that will measure our contributions to our Mission. We will also hold ourselves accountable to these performance measures in our evaluation process.

***I. Develop long-range regional plans and strategies that provide for efficient movement of people, goods and information; enhance economic growth and international trade; and improve the environment and quality of life.***

1. Coordinate the Regional Housing Needs Assessment (RHNA) and the Regional Comprehensive Plan (RCP) processes and incorporate in the RCP the region's housing distribution policy as determined in the RHNA. Finalize the Draft RCP for all the categories identified on Page 10 of the Strategic Plan and prepare a draft EIR for the Plan. Each of the sections will follow the outcome and performance objective framework that we pioneered in the last RTP.
2. Work with SCAG members, State, Governor and legislature to develop a CEQA process to enhance the value of regional integrated planning and recognition of the Regional Comprehensive Plan (RCP) as the foundational regional planning document which provides the appropriate regional planning/environmental analysis and review.
3. Working with all appropriate agencies and stakeholders, continue work on the RCP which will meet the current Strategic Plan goal while providing the flexibility to accommodate CEQA Streamlining concepts. In order to accomplish this we will:
  - a) Develop agreements and seek funding with State and regional agencies that will be needed to integrate into existing SCAG Authorities to complete the draft RCP: habitat, water supply, water quality, solid waste, and energy.

4. Review and revise the growth forecast using as input the progress we are making on the 2% Strategy, transportation, air quality and housing sections and funding. The Transportation Plan will reflect all the changes in SAFETEA-LU as well as in finances that are occurring at the Federal, State and region in addition to the status of project and program implementation. The Air Quality Plan input will require an attainment strategy for goods movement. We will develop a funding plan for the Regional Housing Needs Assessment in accordance with State law and our Settlement Agreement with HCD.
5. Continue corridor planning work on an outer rim set of corridors and staff the Regional Significant Transportation Investment Peer Review Group. The corridors under review are listed on 60-1 and 60-2 of the OWP. (Is this citation correct?) A key element of our review will be the relationship between the corridors and the regional growth patterns and our Compass Policy.
6. In consultation with CTC's, Transit Planning will focus on the land-use, housing and transit relationship and increased efficiency that the 2% Strategy will create for transit productivity. We will also focus on the financial leverage that land-use can create for capital and operations.
7. Financial Planning will focus on developing a financially constrained RTP. Additionally, our financial planning will develop the public finance Section of the RCP.
8. Develop innovative finance instruments that can be used in our Incubator project, Goods Movement, described in 2 below, and in our legislative program.

**II. *Implement Plans by linking regional policies and incubator projects - Outlined in the Strategic Plan.***

1. Implement our Compass Blueprint through the guidance of the Compass Partnership, a public, private, community advisory structure. The demonstration projects of this past year will be expanded to a critical mass of 20-30 cities, as funding becomes available. We will assist these cities with our packages of tools and our educational outreach program. We will seek State legislation providing for CEQA streamlining and financial assistance in the 2% Strategy area. We will use our Intergovernmental Review Program to assist on the tracking of 2% Strategy projects.
2. Assist in the development of the Regional Goods Movement Strategy by developing a framework for a public/private agreement that will finance both capital expansion and environmental and community mitigation. We will work with our partners to develop a framework for an institutional structure that will implement the fee structure and administer the EIS/EIR process.
3. Assist in the formation of a high speed connector Joint Powers Agency starting with the Cities of LA and Ontario. Develop a plan to finance the system. We will

complete Phase II as amended for Lockheed and the alternatives analysis to be used as a part of the EIS/EIR.

4. Work with our members, primarily the City of LA, to develop parameters for a regional aviation consortium and help the City of LA to develop an implementation strategy that is consistent with the regional aviation plan.
5. Adopt an RTIP amendment that is financially constrained and conforms to the Federal Clean Air Act and Transportation Conformity requirements. This will require State budget modifications, Federal funding, new model runs, monitoring and State of the Commute survey.
6. Continue to develop an implementation program which is the fundamental strategy for the RCP for a social and economic upward mobility strategy that builds upon the growing logistics industry and allows for restructuring of the Southern California economy. This will involve working with the State's Economic Strategy Panel and developing a private sector support group to assist in its promotion. It will also require partnering with the Community College System and the State's Workforce Employment Agencies.

### ***III. Providing quality information services and analyses for the region.***

#### **1. Information Services**

- a) Continue the development of the Integrated Regional Information System (IRIS) to facilitate data sharing, as part of member services, among SCAG staff, member jurisdictions and other stakeholders. The IRIS will also be a useful tool to support regional planning, particularly research, analysis and monitoring. Complete the portion of IRIS development including identification of user requirements and establishment of business needs and business rules for the system. Provide this information to the growth forecasting work of the RCP and other chapters of the RCP as we develop them.
- b) Use the GIS databases that are part of IRIS in conjunction with SCAG's Interactive Atlas, Web Accessible Geographic System (WAG's), and LA LOTS. These tools can be used for planning, EIR, and the Compass 2% Strategy work. These databases and tools will also provide input to our model development.
- c) Finish developing the RTIP databases for use in the RTIP amendment.
- d) Finalize the revision of the Transportation Model, bringing into the model, the O & D survey, the truck model, and the new zone system. The new Model will be brought on line in time to do production runs for the RTP portion of the RCP and the RTIP. The Model will also be used to serve as the basis for a performance based review of projects, programs, and strategies in the RTP and for the projects in the RTIP.

- e) Accelerate the development of Transcad as an operational software tool for modeling support and conversion of the transportation model.
- f) Complete the expansion of the existing LA LOTS interactive, web-based data program to provide coverage to the entire 6-county SCAG region.
- g) Work with Joint Program and Development on Homeland Security in finalizing the funding support for the development of the Aviation Model.

## 2. Regional Analysis

- a) Complete the State of the Region Report with a focus on the RTP and Economic Competitiveness.
- b) Work with the other regions in the State to develop the first State of the Regions Report.
- c) Complete the State of the Commute Report so that it can be used in the RTP and RTIP submittal.

## ***IV. Using an inclusive decision-making process that resolves conflicts and encourages trust.***

- 1. Provide timely, coordinated and accurate support for the Regional Council, Committees and task forces. Continue to improve upon the agenda process improvements that were started this year. Develop standardized format to provide options and alternatives analysis in staff submittals.
- 2. Work with the President and the Executive Committee to develop and implement a regional leadership program.
- 3. Continue to inform our members on the benefits of SCAG and recruit 5 new members. One tool to achieve this is to attend City Manager's Meetings.
- 4. Continue orientation process for new Regional Council Members.
- 5. Work with current members and the Native American/Tribal Governments Partnership to facilitate participation in SCAG and outreach to members to facilitate full General Assembly participation by the Native American/Tribal Governments.
- 6. Continue to develop a Regional Consensus position in Washington and Sacramento by working with our Regional Partners and our members. Included in that initiative will be:
  - a) Developing consensus for projects to be funded by bond measures. Funding for transportation through Prop 42 protection, public/private financing

mechanisms, and financing instruments for Compass Blueprint implementation; CEQA improvements both near term and long term; finalizing Federal Reauthorization and Appropriations; continued development of goods movement funding instruments.

- b) Develop a consensus within the region to facilitate the passage of legislation to enable SCAG to undertake its RHNA Pilot Program.
  - c) Continue to work within the region and in other appropriate forums to develop administrative or legislative vehicles to permit the use of TIF/FIA financing for project development costs.
- 7. Education and Information on all our programs, particularly, the existing RTP, Compass Blueprint, and using more of our staff to speak and represent the agency. (All Directors and Managers will be required to be part of the Agencies Speaker's Bureau).
  - 8. Work with our neighboring regions (Kern COG, Santa Barbara COG and SANDAG) to discuss common issues, update the Southern California mega region report, and participate in the Major Metro initiative to develop the America 2050 national agenda.
  - 9. Identify opportunities for more private sector involvement in SCAG activities.

***V. Creating an educational and work environment that cultivates creativity, initiative, and opportunity, both within the agency and the region.***

- 1. The agency strives to be a best in class performer in all aspects of our work. Continuous improvement and refinement of Best Practices in all parts of the organization is essential and required. Our Administrative Committee will review and revise our Best Practice Report to make any changes that require policy approval.
- 2. We will continue with our internal auditing on both our subregions and ourselves to ensure that we are adhering to existing requirements and will work with subregions on resolving issues.
- 3. Our budgeting process will focus on developing a system of performance measures that will improve our ability to relate work performed to outcomes. The budget should reflect both a one-year and three-year budget and business plan as outlined in the Strategic Plan.
- 4. The performance measures that we develop will be used to supplement our quarterly progress reporting so that these reports are more useful to management and the Regional Council.
- 5. The Performance Measures developed will support and be integrated with our Pay for Performance System.

6. We will develop a multi-year Information Technology Strategic Plan.
7. Mentoring, rotation, and training element of the Professional Pathway Program will emphasize the leadership part of our Mission Statement. This will be our highest Human Resources priority for the year.
8. We will finish the classification/compensation study of all job series in the organization.
9. Manage our cash flow to minimize the use of the line of credit.
10. Reorganizations in personnel should be presented prospectively for information purposes to the Executive Committee.

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